

Special appointing authorities available to employ people with disabilities.

Schedule A, 5 CFR 213.3102(ii) for hiring readers, interpreters, and personal assistants. This excepted authority is used to appoint readers, interpreters, and personal assistants for employees with severe disabilities.

Schedule A, 5 CFR 213.3102(t) for hiring people with mental retardation. This excepted authority is used to appoint persons with cognitive disabilities (mental retardation). Persons appointed under this authority may qualify for conversion to permanent status after two years of satisfactory service.

Schedule A, 5 CFR 213.3102(u) for hiring people with severe physical disabilities. This excepted authority is used to appoint persons with severe physical disabilities who have demonstrated satisfactory performance through a temporary appointment, or have been certified as likely to succeed in performing the duties of the job. After two years of satisfactory service, they may qualify for conversion to permanent status.

Schedule A, 5 CFR 213.3102(gg) for hiring people with psychiatric disabilities. This excepted authority is used to appoint persons who have demonstrated their ability to perform satisfactorily under a temporary appointment or who are certified as likely to be able to perform the essential functions of the job, with or without reasonable accommodation. Upon completion of two years of satisfactory service under this authority, the employee may be converted to competitive status.

5 CFR 315.604 for hiring disabled veterans enrolled in a Department of Veterans Affairs (VA) training program. This authority is used to hire veterans with disabilities who are eligible for training under the VA vocational rehabilitation program (38 U.S.C. chapter 31). The veterans may enroll for training or work experience at an agency under the terms of an agreement between the agency and VA. Veterans in this program are beneficiaries of the VA, thus for most purposes are not Federal employees. Upon successful completion of the program, the Service may appoint the veterans non-competitively under a status quo appointment that may be converted to permanent status at any time.

5 CFR 316.201(b) for hiring worker-trainees for programs such as the Welfare to Work program. Federal agencies are encouraged to expand the use of the worker-trainee authority under TAPER (Temporary Appointment Pending Establishment of a Register) and other excepted service hiring authorities to appoint welfare recipients to entry-level positions. Accordingly, the worker-trainee authority may be used as an additional tool to increase employment opportunities for people with disabilities under the Welfare to Work program.

5 CFR 316.302(b)(4) and 5 CFR 316.402(b)(4) for hiring 30 percent or more disabled veterans. These authorities are used to hire veterans with a compensable service connected disability of 30% or more who was issued a notice of retirement or discharge from active military service due to the disability; or who was rated by the VA within the

preceding year, as having a compensable service-connected disability of 30 percent or more. If the appointment is for more than 60 days, they may be converted, without a break in service, to permanent status at any time during the appointment.